

**COMMENDING
KATHLEEN (KATIE) GAIER**

WHEREAS, Katie Gaier began her career with Marin County as a Personnel Analyst in November 1986, primarily supervising administrative support staff and coordinating County-wide training and employee recognition; and

WHEREAS, Katie was promoted to Senior Personnel Analyst in November 1989, and assumed the added responsibility of supervising benefit programs and payroll input for all county employees and numerous special districts; and

WHEREAS, in 1994 Katie served as Acting Director of Human Resources for five months, and served as co-Acting Director for nine months in 2002-3; and

WHEREAS, Katie was promoted to Principal Personnel Analyst in March 1995, assuming responsibilities for employee relations, labor relations, classification and compensation, and personnel policy administration for one-half of the County departments and unions; and

WHEREAS, Katie was promoted to Deputy Director of Human Resources in January 2004, assuming responsibility for the operations of one-half of the department including all labor relations, benefits and payroll, classification and compensation, volunteer and employee services, along with assisting with the department budget; and

WHEREAS, Katie has earned the respect and trust of the County's employees, managers, and union leadership for her talent, professionalism, hard work, consistency, integrity, honesty, and fairness; and

WHEREAS, Katie's many accomplishments include the implementation of the interest-based approach to negotiations and problem solving with many of the County's major unions; establishing and staffing salary survey and labor management committees in order to bring more transparency to the process of determining fair and competitive compensation and to provide opportunities to resolve employee relations issues early; implementing a Catastrophic Leave Donation Plan, a Hospitalist Program between the County and Marin General Hospital, and benefits eligibility for domestic partners and their children; serving as a Public Information Officer for the Office of Emergency Services, especially during the 1998 Winter Storm and PG&E substation flooding; resolving many complex grievances, pay and benefits challenges, and personnel issues; serving as the Project MERIT subject matter expert for pay and personnel administration modules; and coordinating negotiations with up to twelve bargaining units through several series of contract negotiations; and

WHEREAS, Katie has been a true joy with whom to work for the current Director, three previous directors, and all of her co-workers in Human Resources for her dedication, sense of responsibility, knowledge, and almost perfect attendance; her expertise in many areas including payroll, benefits, policy administration, labor relations, and her excellent research, writing, and program implementation skills; and her marvelous sense of humor.

NOW, THEREFORE, BE IT RESOLVED that the Board of Supervisors of the County of Marin, on behalf of all residents and employees of the County, commend and thank Katie Gaier for her 21 years of highly professional, competent and compassionate service to the County of Marin and wish her great success and satisfaction in her new adventures.

PASSED AND ADOPTED at a regular meeting of the Board of Supervisors of the County of Marin held this 18th day of March 2008.